

#Eagle



The Monthly Newsletter of the Federal Community

The Federal Executive Board of Minnesota

Late Fall 1998

Volume IV Number XII

MALL OF AMERICA

Government on Display February 6 - 7, 1999

Over 40 Federal and State Government Agencies will be united at the Mall of America for the Government on Display exposition over the weekend of February 6 and 7, 1999. So far the invitation list (none have confirmed as of this printing) has included: Vice President Al Gore, Minnesota Governor Elect Jesse Ventura, Senator (and astronaut) John Glenn, Interior Department Secretary Bruce Babbitt as well as the Minnesota U.S. Congressional delegation and others to be announced over the next few weeks. These dignitaries will be joined by time honored America icons - Smoky the Bear, Woodsy Owl and McGruff, the crime fighting dog.

The available space inside the mall is rapidly filling as each of three courts and the mall Rotunda fill with Federal and State agencies who are there to get their message out to "the people." Throughout the day on Saturday (12 to 6 P.M.) and again on Sunday (12 to 5 P.M.) special programs will occur in

the Rotunda of the Mall (at the east entrance). The Army
Band from the 88th Regional Support Command, Minnesota DOT Choir, The Raptor Center at the University of
Minnesota/U.S. Fish and Wildlife Service, The "Singing Ranger" from the National Park Service, a Town
Hall meeting held with the Internal Revenue Service and
awarding the school essay contest winners by the U.S.
Department of Transportation. Many other activities are
planned and more info is coming!

Logo by Deb Stephens of the VA Regional Office

Feb 6 & 7

FYI: Thomas Reimler, U.S.D.A. Food Safety & Inspection Service won the \$100 Shopping Spree at the Mall for his suggestion of Government on Display as the logo for the Mall Expo!

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For General

Distribution To All Federal Employees In Your Office



The 1998 Combined Federal Campaign is another Success for Charity!!!

Congratulations! We are very close to reaching our goal of raising over \$1,000,000! However, there are still several agencies that the Combined Federal Campaign office hasn't heard from as of this issue. **If you have not turned in your envelope or pledge cards, please call the CFC campaign Office at (651) 291-8388** so they can assist you with that all important process.

The Twin Cities CFC Committee would like to thank all who participated in this year's campaign and Happy Holidays! A final update on the fall 1998 CFC charity drive will be printed in the next issue of The Eagle.

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http://www.doi.gov/febtc/



"The Best In The Business"
Federal Executive Board of Minnesota
Federal Employee of the Month
Tom Healy, Revenue Agent

Internal Revenue Service, St. Paul District





Mr. Tom Healy is an IRS Revenue Agent who specializes in working with businesses, such as restaurants, with employees who earn tips. He is the IRS Tip Coordinator for Minnesota, North Dakota and South Dakota. Tom has been an instructor in numerous IRS training sessions and is a regular participant in

Dakota and South Dakota. Tom has been an instructor in numerous IRS training sessions and is a regular participant in outreach programs conducted for restaurants and other businesses in the food service and hospitality industry

Away from the office, Tom in involved in a variety of youth athletic activities. He has also worked with various organizations to raise money to offset medical costs for needy children. For 15 years he has been active in the Men's Club at St. Odilia's Catholic Church in Shoreview. The club sponsors a children's sports program. For 6 years he has coached the swim club. For 3 years, he has also coached and served as vice president of player development for the Mounds View Girls Fastpitch Softball Association. Last year the team he coached, in the 12 and under bracket, took runner-up honors in their division. Tom has also helped raise funds for various programs sponsored by the St. Paul Children's Hospital.

Tom Healy is an employee who truly is a public servant through his hard work with the IRS and our community. It is my pleasure to nominate Tom Healy for this honor.

This nomination was submitted by Thomas E. Palmer, District Director, St. Paul District of the Internal Revenue Service





The Electronic Eagle

Do you want to save fax paper? Do you have Email that can receive messages via the Internet? If so, then you could receive **The Electronic Eagle** in *Full Color*.

Need more information, call us at (612) 713-7200. The Electronic Eagle is also posted monthly on our FEB Internet Site, http://www.doi.gov/febtc/









FEB Chair Charles A. Milbrandt is retiring after nearly 30 years of Federal government service, effective

January 2, 1999. Chair Milbrandt said of his Federal career that "It has been a pleasure serving with the best, serving the best." Mr. Milbrandt was appointed Director of the Minneapolis Veterans Affairs Medical Center on April 17, 1994.

Prior to his appointment to the Minneapolis VAMC, Mr. Milbrandt was the Acting Associate Chief Medical Director (CMD) for Resource Management in V.A. Central Office, where he served as the CMD's principal advisor on policy and operation issues relating to all aspects of resource management for the entire V.A. medical care system, including budget, planning, construction, and evaluation. Prior to this, he served as Deputy CMD for Operations.

Mr. Milbrandt began his V.A. career as a Pharmacist in 1971; then served as Management Analyst and Associate Director at several medical centers before becoming Director at the Fort Harrison V.A. Medical & Regional Office Center (VACO) from 1987-1992 when he was appointed to the VACO position.

Mr. Milbrandt earned his Bachelor of Science Degree (Pharmacy) from the University of Buffalo in Buffalo, New York in 1966 and his M.B.A. from the State University of New York, Buffalo, NY in 1974. He holds a professional license as a Registered Pharmacist in the State of New York. He also served in the U.S. Army, Active and Reserve, from 1966 to 1973.

Mr. Milbrandt is a Fellow of the American College of Healthcare Executives. He is a member of the following professional associations: American Hospital Association, American Pharmaceutical Association, and Kappa Psi Pharmaceutical Fraternity.

Mr. Milbrandt is married to Doreen and they have two children, Todd and Eric. Mr. Milbrandt and his wife Doreen are looking forward to their retirement to Florida where they will enjoy jogging, swimming, fishing, camping, hiking and biking.



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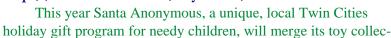
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Toys for Tots - 1998

For more info see the local Twin Cities website http://www.fcomm.net/toys4tots/links.htm





"I'm extremely enthusiastic about joining forces with the Santa Anonymous program. The U.S. Marine Corps Toys for Tots Program mission and goal to help those less fortunate are virtually identical to Santa Anonymous," said Captain Jim Zagrzebski, U.S. Marine Corps, and officer in charge of the Toys for Tots Program. "The combination of these two separate programs will not only ensure the current level of need is met, but will provide the capability for growth if needs in the community increase. All of the agencies currently served by the existing programs will continue to be served, applicants will continue to be screened to ensure qualification and the merger of the programs will minimize the potential for duplication of gift-giving."

In 1997, Santa Anonymous collected and distributed more than 118,000 toys and books while Toys for Tots collected and distributed some 585,000 toys. Recipients for both organizations are cleared throughout the Twin Cities with the assistance of the holiday Clearing Bureau and Operation Joy, which confidentially confirm each family's need. The new agreement calls for both groups to rally under the Toys for Tots organization to solicit, collect, and distribute toys and books.

Cash for Toys, Cash for Camps

Volunteers the Key at Both Programs

Santa Anonymous includes the volunteer work of some 325 individuals, including current and retired Star Tribune employees and their family members. Toys for Tots is supported by more than 2,000 volunteers statewide.

Santa Anonymous volunteers and collection points are invited to continue their efforts under Toys for Tots. Similarly, Star Tribune will continue to provide promotional assistance for Toys for Tots, and vehicles to volunteer employee drivers to assist the collection and distribution of toys and books.

How Your Agency Can Help!!!

Your agency can still participate -- put out a box or plastic bags and call (612) 727-3397 NO LATER THAN December 18th for pickup. Please bag the toys in a plastic bag. For more information, gift suggestions or additional telephone numbers see the Minneapolis/St. Paul Toys For Tots home page at http://www.fcomm.net/toys4tots/.



Website of the Month - infoseek.com



HOME • STOCKS • NEWS • YELLOW PAGES

MAPS • CHAT • FREE WEB PAGE • HELP

Infoseek is an excellent yahoo.com "look alike" search engine to find virtually any page on the Internet. It has a more comprehensive search of Internet pages. The real magic of Infoseek.com is the ability to do a second, third, etc. search of the results of the previous searches. This means if you received 2,000,000 pages that fit the subject of shoe you and specify Hush Puppies and further define the search down to a manageable number. You can find web pages that yahoo.com doesn't even catalogue.

Good Surfing!!!





http://www.doi.gov/febtc/



Seeking Other Employment

An executive branch employee may not participate in any particular Government matter that will affect the financial interests of a person or entity with whom he is seeking employment. An employee is considered to be seeking employment if —

- · the employee is engaged in actual negotiations for employment
- a potential employer has contacted the employee about possible employment and the employee makes a response other than rejection, and
- the employee has contacted a prospective employer about possible employment (unless the sole purpose of the contact is to request a job application or if the person contacted is affected by the performance of the employee's duties only as part of an industry).

An employee is considered no longer seeking employment if —

- · either the employee or the prospective employer rejects the possibility of employment and all discussions of possible employment have ended, or
- · two months have elapsed since the employee's dispatch of an unsolicited resume and the employee has received no expression of interest from the prospective employer.

In some cases, you may be authorized by an agency official to participate in particular matters from which you would otherwise have to be disqualified due to your job search.

If a search firm or other intermediary is involved, the employee is not disqualified unless the intermediary identifies the prospective employer to the employee.

Reference: 18 U.S.C. § 208; 5 C.F.R. § § 2635.601-606.

Outside Activities

Executive branch employees are subject to a number of limitations on the outside activities in which they may be involved. An employee may not have outside employment or be involved in an outside activity that conflicts with the official duties of the employee's position. An activity conflicts with official duties —

- · if it is prohibited by statute or by the regulations of the employee's agency, or
- · if the activity would require the employee to be disqualified from matters so central to the performance of the employee's official duties as to materially impair the employee's ability to carry out those duties.

Employees of some agencies may be required by their agency's own supplemental conduct regulations to obtain prior approval before engaging in certain outside employment or activities.

Employees generally may not be paid for outside teaching, speaking and writing if the activity relates to the employee's official duties. However, there is an exception that would allow an employee to be paid for teaching certain courses at accredited educational institutions. Employees may not use their official title or position (except as part of a biography or for identification as the author of an article with an appropriate disclaimer) to promote a book, seminar, course, program or similar undertaking.

Employees may engage in fund-raising in a personal capacity subject to several restrictions. An employee cannot solicit funds from subordinates. And an employee cannot solicit funds from persons who have interests that may be affected by the employee's agency such as those who are regulated by, seeking official action from, or doing business with the agency. Also an employee cannot use or permit the use of the employee's official title, position or authority to promote the fund-raising effort.

Reference: 5 C.F.R. § § 2635.801-809.

Honoraria

Executive branch employees are no longer subject to the prohibitions on the acceptance of honoraria contained in the Ethics Reform Act of 1989. The 1989 Act had banned the receipt of any honoraria for an appearance, speech or article whether or not there was any connection to the employee's official duties. A later amendment to the 1989 Act had the effect of allowing payment for a series of such activities provided that the activity did not relate to the employee's official duties.

This provision of the 1989 Act was challenged in court and eventually found by the Supreme Court to be an unconstitutional infringement of the First Amendment. Subsequently, the Department of Justice, in an opinion issued on February 26, 1996, determined that the law was "effectively eviscerated" by the Supreme Court's decision and that there were no remaining applications of the law.

The result is that executive branch employees generally may accept honoraria for an appearance, speech or article, provided that the activity does not relate to the employee's official duties. Any employee who had kept honoraria in an escrow account during the litigation is now free to receive those funds. Employees are still subject to other restrictions on the receipt of honoraria in certain circumstances, including the prohibition on receiving compensation for teaching, speaking and writing that relates to their official duties (subject to an exception for teaching certain courses).

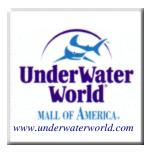
Reference: Section 501(b), of the Ethics In Government Act, as added by section 601(a) of the Ethics Reform Act of 1989; United States v. National Treasury Employees Union, 115 S. Ct. 1003 (1995).

http://www.doi.gov/febtc/

FEB Employee Discount Programs

For any of the following discount programs, please check with your personnel office. If they don't have the forms:

- Please have your personnel office call the FEB (612) 713-7200 to have them faxed or sent to them.
- Coming Soon: Download an Adobe Acrobat copy from the FEB Internet site (Federal Employee Section)
- Please don't call the FEB directly.



New Federal Government Discount Program

Discount Program Details

Tickets or gift certificates **must be purchased in advance - NO Walk Ups will be honored!**

Regular Admission Fed. Gov. Employees prices include tax

Adults	\$10.90	\$8.45 \$6.35	
Seniors (62+)	\$ 8.70		
Juniors (13-17)	same as adult	\$6.35	
Children (3-12)	\$6.50	\$4.20	

Please Distribute To All Employees, for more copies call (612) 725-3687



New Federal Government
Dental Procedures
Discount Program
Announced For Existing
or New Patients of
Metro Dentalcare®

Discount Program Details

In a program negotiated by the Federal Executive Board of Minnesota, the doctors and staff of Metro Dental care have offered to all Federal Employees and their families an across-the-board discount of 10% for all dental procedures. If the employee pays at the time of service an additional 5% savings is applied making the total discount for dental procedures 15%. Employees must show their Federal employee Identification Card on the first visit.

The program applies to each of Metro Dentalcare's 13 office network in the Twin Cities.

Sample Schedule of Discounts

- Porcelain Crown Reg. \$614 Fed. Emp. \$553
- Molar Root Canal Reg. \$543 Fed. Emp. \$489
- Dentures, Implants and Orthodontics included
- Note: cannot be combined with other discounts

Flyers Are Coming To Your Agency

Metro Dentalcare will be forwarding color brochures explaining the program in detail to every Federal Agency in the Twin Cities Metropolitan area. You can call Metro Dentalcare for additional brochures at (612) 866-0816.

A Most Magical Employee Benefit Program





Discounts apply to Disney Mall Store purchases, Disneyland, Disney World vacations and many other Disney promotions.

See your Personnel Office for your FREE Magic Kingdom Club card today. If they don't have them yet have your Personnel Office Call the FEB at (612) 713-7200 for a supply of cards.

Please Distribute To All Employees, for more copies call (612) 725-3687 The Monthly Newsletter of the Federal Community
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Focus On: The Corporation for National Service

An Independent Agency Minnesota State Office,

Minneapolis, Minnesota http://www.cns.gov



The Corporation for National Service is a Federal government corporation that encourages and supports Americans of all ages and backgrounds to engage in community based service. This service addresses the nation's educational, public safety, environmental, and other human needs to achieve direct and demonstrable results. In supporting service programs, the Corporation fosters civic responsibility, strengthens the ties that bind us together as a people, and provides educational opportunity for those who make a substantial commitment to service.

The Corporation supports three main service initiatives: AmeriCorps, Learn and Serve America and the National Senior Service Corps. Serving through local non-profits and schools, national service members and volunteers tutor children, coordinate service-learning and after-school programs, build homes, organize neighborhood watch groups, clean streams, recruit volunteers and do other things to improve and strengthen communities.



AmeriCorps engages more than 800 individuals in a year of intensive, results driven service sponsored by local and national non-profits in Minnesota. In return, AmeriCorps members earn an educa-

tion award to help pay for college or pay back student loans. To ensure local control, many AmeriCorps grants are made by the Minnesota Commission on National and Community Service, a citizen's commission. Other assignments are made by national non-profits. Some AmeriCorps members serve in local programs through Volunteers In Service to America (AmeriCorps*VISTA). In addition, members of the National Civilian Community Corps (AmeriCorps*NCCC), based in Denver, Colorado, conduct service projects that help children and youth, protect the environment, promote public safety and respond to natural disasters in Minnesota and nearby states.

SENIOR CORPS

National Senior Service Corps: More than 18,000 seniors in Minnesota contribute their time and talents to helping solve critical local problems through three programs including more than 700

Foster Grandparents (FGP) who serve one-on-one with young people who have special needs; 370 Senior Companions (SCP) who help other seniors live independently in their homes; and 17,000 volunteers with the Retired and Senior Volunteer Program (RSVP) who address a wide range of community needs.

Learn and Serve America: More than 27,800 students of all ages in Minnesota apply academic skills to solving community problems through service learning programs assisted by Learn and Serve America grants. Through structured service learning projects, students help meet community needs, improve academic learning, and develop problem solving skills and the habits of good citizenship.

The Corporation for National Service was created as a result of the National and Community Service Trust Act which also created AmeriCorps and Learn and Serve America in 1993. The three programs of the National Senior Service Corps, (RSVP, FGP & SCP), and VISTA have all operated for nearly 30 years or more. These programs were formerly administered by the federal agency, ACTION, which was incorporated, along with these programs, into the Corporation for National Service in 1993.

The State of Minnesota provides important support to each of the three main programs administered by the Corporation. This financial support is voluntary (non-required matching funds) and results in Minnesotans participating in far greater number in service programs than would otherwise be possible with only Federal funds.

The Minnesota office of the Corporation for National Service, located in Room 2480, 431 South Seventh Street in Minneapolis, has a staff of three including State Program Director Robert M. (Bob) Jackson, Program Specialist Sam Schuth, and Program Assistant Sydney Campbell.

Would you like to have your Agency profiled in the next Focus section?

Our next deadline for the Eagle is October 10th.

Please submit your materials including photographs and graphics to the FEB Office.

Preferably on diskette in either WordPerfect or Microsoft Word format or

Email articles to our FEB Minnesota@ios.doi.gov

Please Distribute To All Employees, for more copies call (612) 725-3687



More information about programs and activities of the Corporation for National Service is available from the local office (612-334-4083) or by visiting the Corporation's website, http://www.cns.gov





http://www.doi.gov/febtc/



http://www.opm.gov/

Dealing with Workplace Violence: A Guide for Agency Planners is now available from OPM

This handbook is available in three formats:

- Web Pages on OPM site
- On-line PDF Edition
- Order Paper Copy

This handbook, developed by the Office of Personnel Management and the Interagency Working Group on Violence in the Workplace, is the result of a cooperative effort of many Federal agencies sharing their expertise in preventing and dealing with workplace violence. It is intended to assist those who are responsible for establishing workplace violence initiatives at their agencies. However, we anticipate that its usefulness will extend well beyond the planning phase since many of the chapters provide information that can be helpful for managers and specialists as they deal with difficult workplace violence situations.

In addition to the web pages, which are primarily useful for viewing on-line, this handbook is available for downloading as individual chapters in both Adobe Acrobat Portable document Format (PDF) and WordPerfect 5.1 format, and as a single PDF file for the convenience of those persons who would like to print out the entire document.

This is a new version of this handbook, with numerous revisions and a new organization, which was posted to this site on April 7, 1998. The PDF versions of the individual chapters were updated on April 16, 1998.

For more information see the OPM website at http://www.opm.gov/workplac/index.html-ssi The FEB office also has several paper copies for agencies who would like to review the paper copy before purchasing from OPM.



NPR - National Partnership for the Reinvention of Government Website Updated

The computer website to Vice President Al Gore's NPR was recently rebuilt into a more user friendly environment. Check it out at http://www.npr.gov/

1999 General Schedule Pay Adjustments

Section 647 of the Treasury and General Government Appropriations Act, 1999, sets the overall General Schedule pay increase for January 1999 at 3.6 percent. The conference report accompanying this provision states that the conferees anticipate that the President will issue an Executive order later this year allocating the 3.6 percent overall increase between an acrossthe-board increase and increases in locality payments. In addition, the conferees anticipate that the President will exercise his discretion to distribute any amount allocated for locality payments in the most appropriate fashion among the pay localities established by the President's Pay Agent. The Office of Personnel Management will issue salary tables showing the 1999 basic and locality pay rates as soon as possible after these determinations are made. The FEB website http:// www.doi.gov/febtc/ will link to the new pay rate tables when they are available.

Recycle this issue by sharing it with all of your staff

Eagle is published by the Federal Executive Board staff. We encourage any comments, suggestions or articles. Please submit information by FAX (612) 713-7203 or

Email: FEB_Minnesota@ios.doi.gov We prefer E-mailed material. The next deadline is October 10th.

Editor/designer: Ray Morris, Executive Director Co-Editor: Margaret Geisler, Staff Assistant



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http://www.doi.gov/febtc/

The FEB Interagency Training Home Page

Please Forward This Segment To Your Local Agency Training Officer/Office and All Employees



Upcoming Training Schedule

Of The FEB Interagency Training Council

January 12, 1999	Coaching and Facilitating			
January 12, 1999	Mid-Career Financial Planning Seminar			
February 9, 1999	Business Planning for Managers, Supv			
February 9, 1999	Cultivating Your Benefits Seminar			
March 9-11, 1999	Basic Facilitator			
March 16-18, 1999	Advanced Facilitator			
March 23, 1999	Conflict Management			
April 27-28, 1999	Measurements and Surveys			
April 27, 1999	Pre-Retirement Seminar			
April 29, 1999	Mid-Career Financial Planning Seminar			
May 11, 1999	Cultivating Your Benefits Seminar			
May 25, 1999	Time Management			
June 8, 1999	Process Mapping			
June 29, 1999	Pre-Retirement Seminar			
July 6-7, 1999	Finding the Value for Customers			
August 17, 1999	Creative Problem Solving			
Late Fall 1-2, 1999 Coad	ning and Facilitating			
October 26, 1999	Team Building			
November 2-3, 1999	Basic Quality Tools and their Application			
All of the above seminar	s require preregistration. Registration			

All of the above seminars require preregistration. Registration materials are sent to each agency head 30-45 days prior the seminar date. Refer to registration materials for the site of the training class.



Is your department upgrading to Windows 95 or Office 97? If you are an agency or individual employee of the Federal Government, the training resources you need are readily available.

New Horizons Computer Learning Center and the Inter-Agency Training Council of the Federal Executive Board have teamed up to offer a consistent and comprehensive cross-agency computer software training program. Through this program, all Federal employees can receive training at a significant discount (to \$80/per course) based on volume purchases by the Federal Executive Board of Minnesota.

You may also use 12 coupons for any course for up to 12 individuals <u>at your location</u>. There is no expiration date for the coupons.

To further inquire about this program, contact Hans Johnson at New Horizons Computer Learning Center, via phone or email listed below.

Hans Johnson

New Horizons Computer Learning Center 612-798-4474 or email at

hjohnson@newhorizonsmpls.com



Twin Cities CASU (Cooperative Administrative Support Unit) to handle all FEB Interagency Training Council training classes

1/99

Billings and class registration fees for all Federal Executive Board Interagency Training will switch from the FEB to the newly revitalized Twin Cities CASU, short for Cooperative Administrative Support Unit. The CASU currently has negotiated the local Federal Interagency Cost-Per-Copy Photocopy machine contract, at great savings to agencies over the GSA Contract Cost-Per-Copy contracts. CASU also operates the excess property warehouse in Fort Snelling to help agencies dispose of capitalized

property in a timely fashion.

Now the Twin Cities CASU will take over the administrative duties of handling billing and the financial aspects of all FEB Interagency Training Council courses including the popular Pre-Retirement, Mid-Career and Cultivating Your Benefits classes as well as the Federal Quality Council's offerings. The CASU will be offering additional training, temporary help contracts and a wide range of specialized assistance to all agencies priced lower than GSA contract pricing as they are negotiating for the entire Federal community in the State of Minnesota. For more information call CASU chair Tim Leonard, USDA-FSIS (612) 370-200 or the FEB Office at (612) 713-7200.

http://www.doi.gov/febtc/

FEB Monthly Calendar - January 1999

				•	 	
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
					Federal Holiday: New Year's Day	
3	4	5	6	7	8	9
		• Govmt On Display at MOA meeting BHW rm 298 @ 7:30		• Diversity Programs Council 8:30 A.M. at FEB	510	
10	11	12	13	14	15	16
		• MOA meeting • 2 Courses: Mid-Career Financial Planning Seminar; Coaching & Facilitating	• FEB Policy Board Meeting at 7:30 A.M place to be announced			
17	18	19	20	21	22	23
	Federal Holiday: Martin Luther King Day	• Govmt On Display at MOA meeting BHW rm 298 @ 7:30		•SADBOC at 8:30 A.M. FEB Office •SGMP 11:30 A.M.		
24 / 31	25	26	27	28	29	30
		• Govmt On Display at MOA meeting BHW rm 298 @ 7:30				

Key To Abbreviations/Acronyms

FEB - Federal Executive Board SGMP - Society of Government Meeting Professionals
SADBOC- Small and Disadvantaged Business Opportunity Council

CASU - Cooperative Administrative Support Unit **FWP** - Federal Woman's Program

ITC - Interagency Training Council of the FEB LFCC - Local Federal Coordinating Committee of the CFC

The FEB Office is located in Suite 510 in the Bishop Henry Whipple Federal Building in Fort Snelling, Minnesota.

Telephone number (612) 713-7200 Facsimile number (612) 713-7203

Email address FEB_Minnesota@ios.doi.gov

Internet Website http://www.doi.gov/febtc/